

Message Text

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ACTION EUR-12

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SUBJ: 157TH MEETING COORDINATING COMMITTEE OF GOVERNMENT BUDGET
EXPERTS

REF: OECD PARIS 1326

SUMMARY: CCG SEEKS ACCEPTABLE NEW SALARY ADJUSTMENT PROCEDURE.

END SUMMARY:

1. AT CCG MEETING JANUARY 26-27 CHAIRMAN INVITED REPRESENTATIVES OF STAFF ASSOCIATIONS OF THE COORDINATED ORGANIZATIONS (CPAOC) TO PRESENT VIEWS AND ANSWER QUESTIONS, IT BEING UNDERSTOOD SUCH PARTICIPATION WAS AD HOC ON THE SUBJECT OF WP-13 REPORT (SALARY ADJUSTMENT PROCEDURE) AND THAT THE COMMITTEE WOULD CONTINUE IN SESSION AFTER THEIR DEPARTURE. CPAOC REPRESENTATIVES, MR. VALKENBERG AND MR. HODGENS, THANKED CHAIRMAN, SAYING STAFF PARTICIPATION NECESSARY TO RESTORE TRUST AND GOODWILL.

2. CPAOC STRONGLY OPPOSED ANY ABATEMENT IN COL SALARY ADJUSTMENTS. THEY CONTENDED THAT EVEN IF GOVERNMENTS SOUGHT UNCLASSIFIED

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TO LIMIT STAFF SALARY GROWTH TO RATES OF GROWTH IN NATIONAL CIVIL SERVICES ABATEMENT WAS NOT NECESSARY SINCE STUDY SHOWS CIVIL SERVICE SALARIES HAVE ALSO BEEN GROWING IN REAL TERMS.

3. CONSENSUS OF DELEGATES FAVORED ADHERENCE TO PRINCIPLE OF "PARALLELISM;" I.E., INTERNATIONAL STAFF SALARY GROWTH SHOULD BE NO GREATER THAN NATIONAL CIVIL SERVICE GROWTH, BUT WERE RELUCTANT TO ACCEPT FULLY-INDEXED INTERIM COL ADJUSTMENTS PROCEDURE SINCE FUTURE CS SALARY GROWTH MIGHT BE LESS THAN INFLATION. ON FREQUENCY OF INTERIM (I.E., COL) ADJUSTMENTS, CONSENSUS MAINTAINED EARLIER VIEW FAVORING SEMI-ANNUAL REVIEW. ON FREQUENCY OF GENERAL REVIEW, SUPPORT FOR ANNUAL BASIS IS DEVELOPING.

4. REP OF SYG'S, MR. WOOTTEN, READ A PREPARED STATEMENT (SENT SEPARATELY) SAYING THE SYG'S HAD ASKED HIM TO WARN THE GOVERNMENT REPRESENTATIVES THAT GRANTING ANYTHING LESS THAN FULLY-INDEXED COL ADJUSTMENTS WAS A "DANGEROUS COURSE" AND WOULD PUT THE SYG'S IN A POSITION WHERE THEY COULD NOT CARRY OUT THEIR MANDATE SUCCESSFULLY. IN RETURN FOR FULL AND IMMEDIATE COL ADJUSTMENTS, THE SYG'S ARE PREPARED TO CONSIDER CONCESSIONS IN THE FRAMEWORK OF THE GENERAL REVIEW, NOTING THE RELATIONSHIP OF SOL AND OTHER ADJUSTMENTS TO COL ADJUSTMENTS.

5. MISSION BELIEVES POSSIBLE SOLUTION TO PROBLEM OF COL ADJUSTMENT PROCEDURE MIGHT BE WORKED OUT ALONG THE FOLLOWING LINES: ANNUAL GENERAL REVIEW WOULD BASE SALARY ADJUSTMENT ON PARALLELISM; INTERIM ADJUSTMENTS WOULD CONSTITUTE AN ADVANCE ON THE ANNUAL REVIEW AND WOULD BE BASED ON CHANGES IN COL INDEX IF CURRENT EVIDENCE REGARDING NATIONAL CS SALARIES POLICY SEEMS SO TO WARRANT, OR ALTERNATIVELY COL ADJUSTMENTS COULD BE LIMITED TO FIRST 8 OR 10 MONTHS OF REVIEW PERIOD SO AS TO REDUCE RISK OF ADVANCES SUBSEQUENTLY PROVING UNJUSTIFIED.

6. ACTION REQUESTED: DEPARTMENT'S VIEWS RE PARA 5 REQUESTED PRIOR NEXT MEETING CCG FEBRUARY 11-12 PARIS. BRUCE

UNCLASSIFIED

<< END OF DOCUMENT >>

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